

PHAP 101

Overview of the Public Health Associate Program (PHAP)

Does My Organization Want to Host an Associate?

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Lead, Partnerships and Stakeholder Engagement (PSE)

Public Health Associate Program (PHAP)

Office for State, Tribal, Local and Territorial Support (OSTLTS)

Centers for Disease Control and Prevention (CDC)



Centers for Disease Control and Prevention

Office for State, Tribal, Local and Territorial Support



Session Objectives

Upon completion, participants should be able to

1. Identify the mission of PHAP
2. Describe the history of PHAP
3. List at least two of the three of the goals of PHAP
4. Name at least three characteristics of the typical PHAP candidate and host site
5. Identify the phases of the PHAP application process



PHAP Mission

- ❑ The mission of PHAP is to train and provide experiential learning to entry-level, early career public health professionals who contribute to the public health workforce.



What is the Public Health Associate Program?

- ❑ **Two-year, paid, competency-based training program**
 - Associates have little to no public health experience
 - Some have little to no work experience
 - One, two-year assignment in the same categorical program focus area
 - Associates are federal government employees while in the program
- ❑ **A partnership and collaboration between CDC and—**
 - State, tribal, local, and territorial health departments
 - Nongovernmental organizations
 - Host site supervisor



Nine PHAP Competency Domains

- 1.0: Analytic and assessment skills**
- 2.0: Public health service**
- 3.0: Program planning, management, and improvement**
- 4.0: Public health policy and law skills**
- 5.0: Professionalism skills**
- 6.0: Communication skills**
- 7.0: Diversity and inclusion skills**
- 8.0: Community dimensions of public health skills**
- 9.0: Financial planning and management skills**

Source: Public Health Associate Program Competencies (as of 8/24/2012). Available at www.cdc.gov/phap/pdf/phap-competencies-2015-pilot-curriculum.pdf



PHAP Is NOT—

- ❑ An internship program
- ❑ Administrative staffing support
- ❑ A federal government employment service
- ❑ A program that provides subject matter experts (SMEs)



History of PHAP

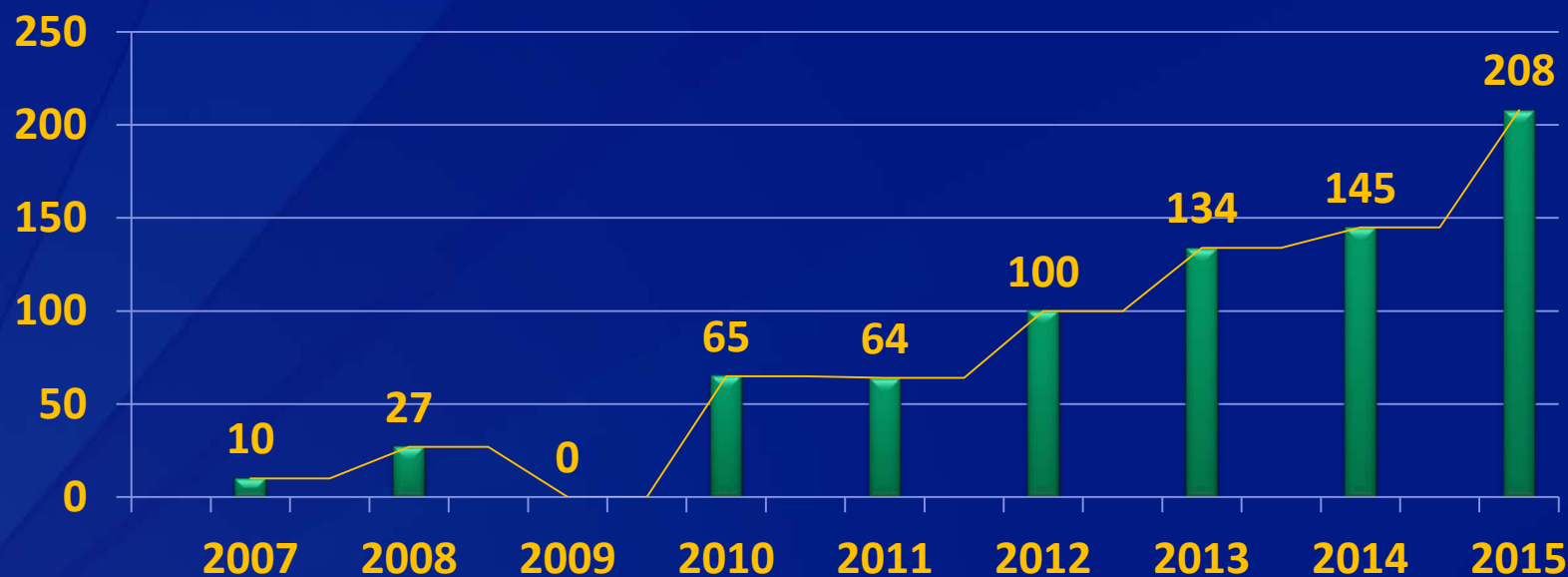
- **Associates are classified as Public Health Advisors (PHAs)**
 - PHA job series began in 1948; created to provide venereal disease control services to the US population
 - PHAs were hired to fill the need for frontline public health workers at local and state governments
 - PHA series was expanded to include a broader range of public health issues
 - PHAs assisted state, tribal, local, and territorial health departments
 - CDC PHAs implement, assist, provide guidance, and evaluate public health programs



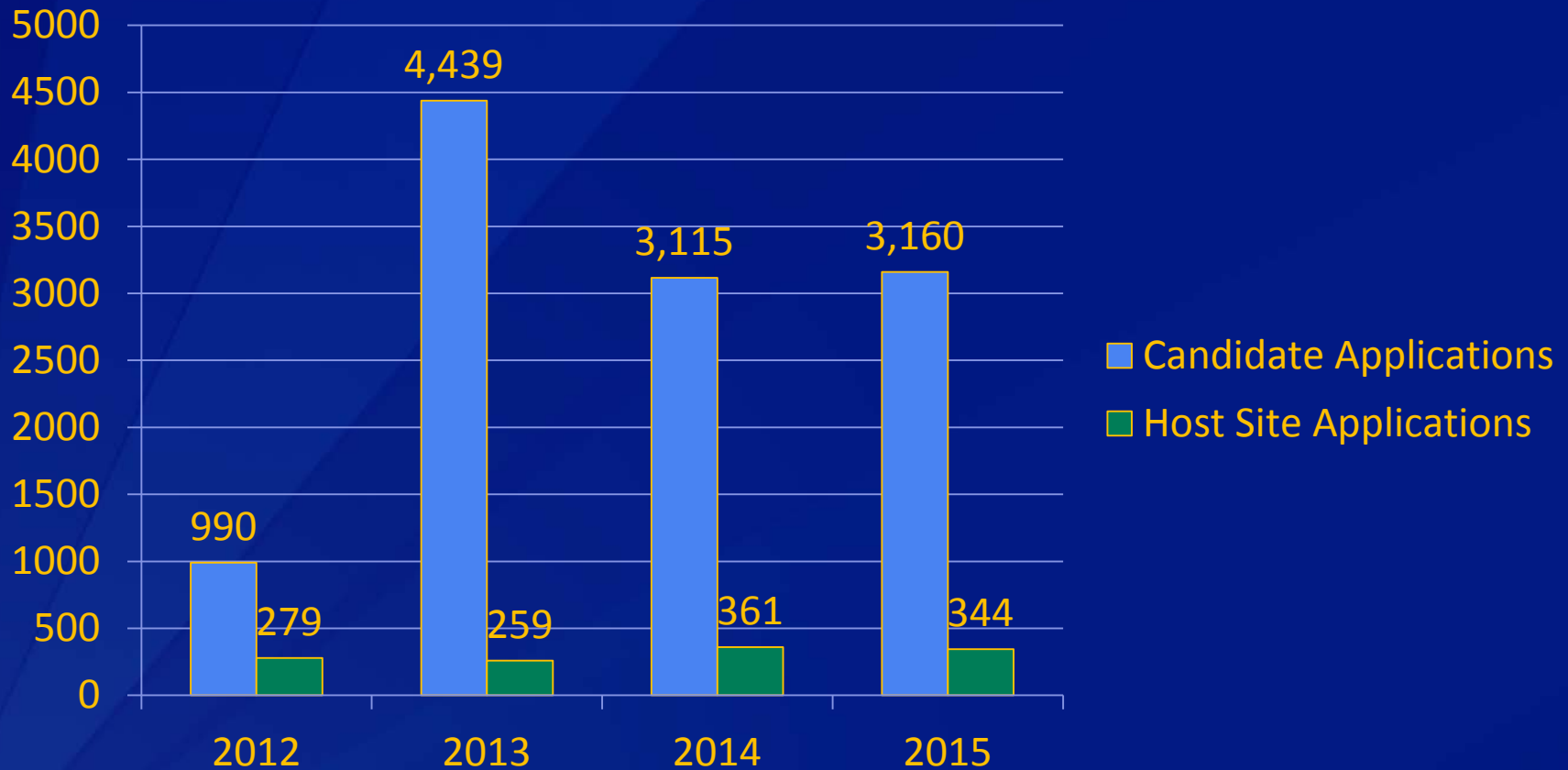
History of PHAP

- ❑ Piloted in Florida in 2007
- ❑ New, field-based, CDC program began to train early career public health professionals

Number of Associates Hired



Numbers of PHAP Candidate and Host Site Applications, 2012–2015



“Three-Legged Stool” Concept of PHAP Goals

- 1. Ensure associates attain the PHAP competencies**
- 2. Provide associates with experience in public health programs and service delivery**
- 3. Provide value-added service to the host site to meet their goals**
 - Traditional public health programs
 - Accreditation
 - Local emergency response efforts



Value-Added to Host Sites

- ❑ **Some ways associates can contribute value to host sites:**
 - Support host sites' efforts to meet program goals (e.g., reviewing immunization registry)
 - Capacity-building support
 - Advance public health project initiatives (e.g., aligning Hospital Preparedness Program goals with Public Health Emergency Preparedness)



Minimum Associate Application Criteria

- ❑ Earned at least a bachelor's degree from an accredited four-year college or university
- ❑ Have at least a 3.0 grade point average
- ❑ Less than two years since graduating with bachelor's or master's degree
- ❑ Be U.S. citizen or permanent resident



BEST FIT Characteristics of the Typical Associate

B: Big picture thinker

E: Effective communicator

S: Socially and culturally inclusive

T: Thrives in a dynamic environment

F: Flexible

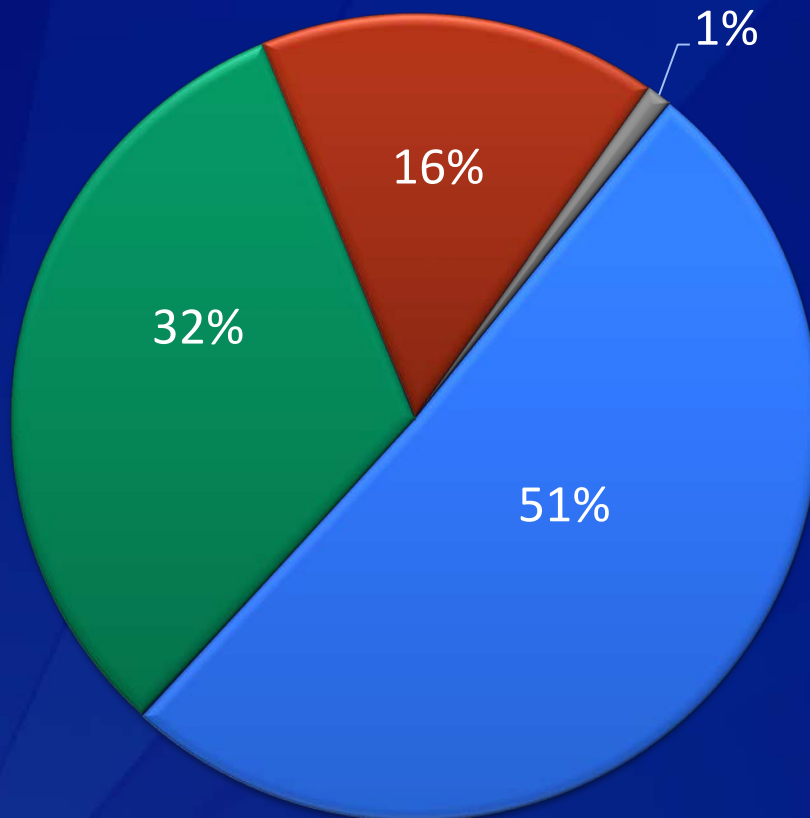
I: Intelligent

T: Tactile learner



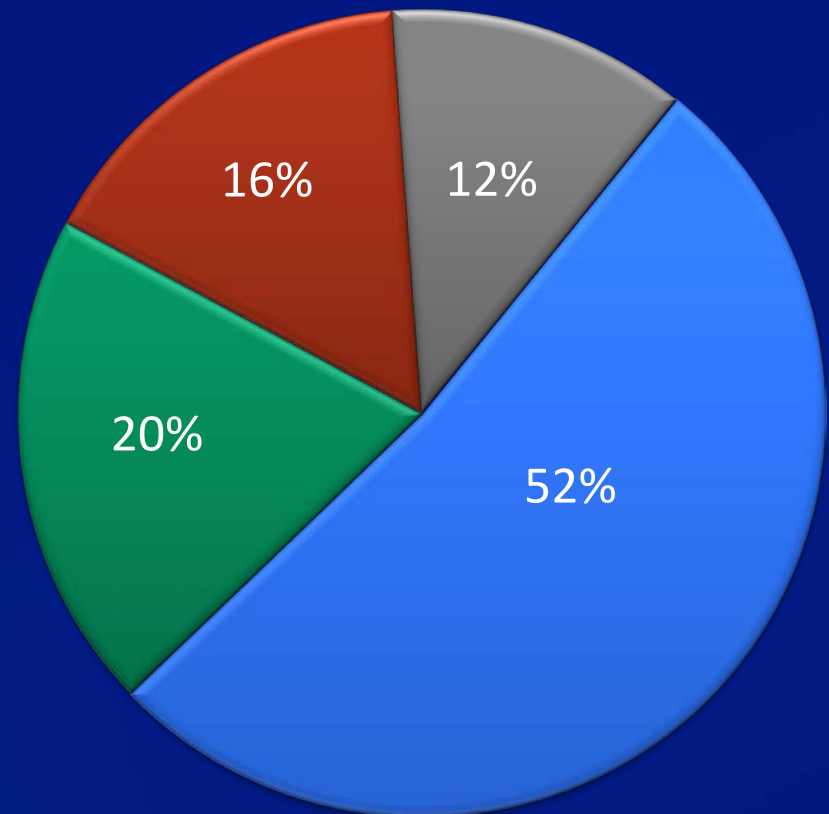
Disposition of Recent PHAP Graduates

2014 Graduates



■ Employment ■ Furthering Education
■ Looking/Undecided ■ Job & Education

2015 Graduates



■ Employment ■ Furthering Education
■ Looking/Undecided ■ Job & Education



Typical Host Site Requirements

- ❑ Willing and able to pay for associate's local travel and training costs
- ❑ Provide work space, telephone, internet access, computer, and other necessary work supplies



CO-STARR Model

Characteristics of a Quality PHAP Training Experience

Core competencies

Opportunities for advancement

Supervisor involvement

Training and development is ongoing

Aligns with the categorical program goals and strategy

Realistic for an entry-level, early career public health professional

Robust public health learning experience



PHAP Host Site Application Process

❑ By January

- Develop a quality PHAP training experience and strategy based on the CO-STARR model

❑ January

- Respond to PHAP application questions via the Fellowship Management System (FMS)

❑ July-August

- Matching accepted candidates with host sites

❑ October

- New associates report to host sites

❑ October

- Five-day PHAP Orientation in Atlanta, Georgia



My Organization Wants To Host an Associate. What's Next?

- ❑ **Develop your host site strategy to host an associate before applications open**
 - Proposed work activities
 - Host site supervisor
 - Training activities
- ❑ **Take *PHAP 201: Strategic Development of a Quality PHAP Training Experience—the CO-STARR Model***



Questions?

PHAP website: www.cdc.gov/phap

For more information, please contact CDC's Office for State, Tribal, Local and Territorial Support.

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The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



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